To,

The Director,
FTII, Pune

27th Nov 2017

Sub: Regarding Consistent lack of redressal of sexual harassment complaints brought forward by students.

Respected Sir,

The first meeting of the newly formed Internal Committee (IC) was held On 10th Nov 2017, chaired by Dean(Films), Mr. Amit Tyagi and Ms. Suchitra Sathe, attended by all the female students at the Institute. By then the students were already perturbed by public accusations levelled against the faculty of FTII. At the same time were bothered by the fact that the institute's stand towards addressing these allegations with the press was non committal. In the said reports and in front of the students the institute took an official position citing the lack of an official complaint against Mr. Nilanjan Dutta as the reason for its inaction. But in the meeting we came across some facts contrary to what the Institute claims to be true, and we would like to bring them to your notice and on record.

A female student made a complaint way back in 2009 and the then Director, FTII, Mr. Pankaj Rag and the Dean took note of the situation. Then for unexplained reasons, Mr. Nilanjan Dutta left the institute immediately. We do not know whether he was asked to do so. But the matter was left to die a natural death. Ironically the institute's official stance when asked by the press was as below:

"We had taken action against Dutta when the incident occurred. But the girl never filed a formal complaint with any of the authorities. So the governing council, calling it an injustice to Dutta, asked us to reinstate him. We have followed the orders."

Incidentally there is no paper trail of the said action. Hence it is difficult to know if there was a formal complaint or not as well. At the same time it is difficult to digest that institute would not take note of things happening in their campus on their own.

He joins the Institute again in 2013, while the female student who made the complaint in 2009 was still at the Institution.

She goes on to voice her concern two more times, once publicly in an award function at a film festival where she was receiving an award and the same faculty giving away that award. She made an open statement on stage regarding the harassment incident after receiving the award, the video recording of which is still available online. Another time, when Ms. Shabnam Sukhdev was heading the Gender Sensitisation Committee in 2014, there was a meeting of the female students of the institute called for after an anonymous complaint, where they could voice any complaints or concerns they had. The complaint was again repeated by the female student, in front of the Director Mr. DJ Narain, and the chairperson of the committee and many of the then enrolled female students. There was an audio recording made of that statement and the then chairperson, Ms.Shabnam Sukhdev communicated that when she left the Institute, she had handed them over to the competent authority.

But till the IC meeting on 10th Nov 2017, there was absolutely no mention of the 2014 recording or the meeting. The dean had no idea of the said meeting. Yet no official records are maintained, or any in existence seem to have been systematically destroyed. The dean said, he got to know the facts just now and he will get into the issue immediately but no response was seen since this while.

If the aggrieved student says that such an incident happened in a minuted meeting, we do not understand how no support was provided then and there to the student.

We the female students are extremely disturbed and worried that in spite of a student voicing her complaint thrice no redressal has been provided. When it was voiced the first time, the institute has not recorded it and the institute does not take it up as there was no mechanism to deal with this. At the second voicing it is not recorded and no action is taken when the body authorised to act existed on campus, and before whom it was reiterated. At the third voicing in public, the concern is brushed aside.

The institute had set a terrible example by bringing back the said faculty in complete disregard to the safety and well being of the victim. Further to this, the institute had gone ahead and empowered him. The same individual is now handling the crucial position of The Academic Coordinator, and if any student has an issue or wants to give a feedback or complaint, it has to be given to the very same person. We don't feel safe in this place, with such people around us and the administration remaining cold to the concerns of students.

In light of the facts that surfaced in the last IC meeting, we request you to look into the matter and enquire into the case and the subsequent mishandling of the said situation. The delay of 3 years from the 2014 meeting has already impeded the inquiry. Hence, this needs to be conducted on an immediate basis and with a sense of urgency before the participants of the said meeting moves out of the institute. Getting access and sharing the minutes of the said meeting with the participants of the meetings of Gender Sensitisation Committee and taking action against the concerned faculty will be a good start to instill confidence among the students, and a first step towards reassuring the students that Sexual Harrassment will be handled with urgency and transparency by the institute. Once such an example is set, the current students would also feel comfortable about sharing the more recent cases which have gone unreported because of the wrong precedence set before.

We await your timely revert in this regard and are willing to be involved and be of as much help as we can be in the said case.

We sincerely hope that in our fourth attempt to redress it, we will be effective, sincere and strict and not undermine the narrative of the victim, and prioritise the safety and mental well being of the female staff and students of the campus over other inhibitors.

CC: The Chairman, The Students Body, The Internal Committee, The Registrar, Dean (Films)

Thank you,

SAKSHI GULATI — FILM DIRECTION 2011

VINITA NEGI — FILM EDITING 2013

PAYAL KAPADIA — Film direction 2012

Priyanka Arora — Film editing 2017

Jatena Kagalwala	Jatena Kagalwala	Film Editing (2013)
Anita Amre		Film Production design and Art direction 2016
Srujana	Srujana.	Film Editing 2016.
Shatakshi Roy	Shatakshi	TV. sound 2017
Prachi Arya	Prachi Arya.	Acting 2017
Meenakshi Srivastava	Meenakshi	ADPD 2017
Farida. A.M		T.V Editing 2017-18
Vaishnavi Krishnan	Vaish	Editing, 2017
Dilpreet Kaur Sahota	Dilpreet Kaur	SPW, 2017
Ridhi Chhabra	ridhi	TV Direction 2017
Samridhi Dutta		Acting, 2017
Manisha Joshi		Acting 2016
Riti Kumar	Riti	SPW, 2017
Vrinda Pohanare	Pohanare	Acting 2016.
PRACHET BAJANIA		DIRECTION 2016
Abhirami Bose		ACTING 2017
Deepika Kumar		ACTING 2017
Shikha Bisht		ADPD 2016.
Rshba Rana	Rshba	Editing, 2017
Radha Paswan	Radha	Editing 2017
Neeru Verma	Neeru.	Editing 2013
Pooja Dandekar		A.D.P.D. 2017
Deepshika Bose	Deepshika	A.D.P.D 2017